JPRS 79328

29 October 1981

USSR Report

HUMAN RESOURCES

No. 43

FBIS FOREIGN BROADCAST INFORMATION SERVICE

NOTE

JPRS publications contain information primarily from foreign newspapers, periodicals and books, but also from news agency transmissions and broadcasts. Materials from foreign-language sources are translated; those from English-language sources are transcribed or reprinted, with the original phrasing and other characteristics retained.

Headlines, editorial reports, and material enclosed in brackets [] are supplied by JPRS. Processing indicators such as [Text] or [Excerpt] in the first line of each item, or following the last line of a brief, indicate how the original information was processed. Where no processing indicator is given, the information was summarized or extracted.

Unfamiliar names rendered phonetically or transliterated are enclosed in parentheses. Words or names preceded by a question mark and enclosed in parentheses were not clear in the original but have been supplied as appropriate in context. Other unattributed parenthetical notes within the body of an item originate with the source. Times within items are as given by source.

The contents of this publication in no way represent the policies, views or attitudes of the U.S. Government.

PROCUREMENT OF PUBLICATIONS

JPRS publications may be ordered from the National Technical Information Service (NTIS), Springfield, Virginia 22161. In ordering, it is recommended that the JPRS number, title, date and author, if applicable, of publication be cited.

Current JPRS publications are announced in Government Reports Announcements issued semimonthly by the NTIS, and are listed in the Monthly Catalog of U.S. Government Publications issued by the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402.

Correspondence pertaining to matters other than procurement may be addressed to Joint Publications Research Service, 1000 North Glebe Road, Arlington, Virginia 22201.

Soviet books and journal articles displaying a copyright notice are reproduced and sold by NTIS with permission of the copyright agency of the Soviet Union. Permission for further reproduction must be obtained from copyright owner.

JPRS 79328

29 October 1981

USSR REPORT

HUMAN RESOURCES

No. 43

CONTENTS

LABOR

Relationship Between Productivity Growth Rate, Workers' Wages
(E. Vitun; EKONOMICHESKIYE NAUKI, Jul 81) 1

Census Material: Average Annual Wages, Number of Workers, Employees
(VESTNIK STATISTIKI, Aug 81) 9

Training Cadres, Competition in New Conditions
(M. Valitov, A. Shuruyev; EKONOMICHESKIYE NAUKI, Aug 81)..... 14

LABOR

RELATIONSHIP BETWEEN PRODUCTIVITY GROWTH RATE, WORKERS' WAGES

Moscow EKONOMICHESKIYE NAUKI in Russian No 7, Jul 81 pp 66-72

[Article by E. Vitun, reader, candidate of economic sciences: "The Correlation of Productivity Growth Rate and Workers' Wages, Saving and Consumption in Agriculture"]

[Text] The 26th CPSU Congress has projected a broad program for the development of agriculture during the Eleventh Five-Year-Plan. The task has been set to achieve dynamic development and an increase in efficiency in all of its sectors; it is envisaged to "increase the average annual ouput of agricultural production by 12-14 percent and labor productivity in the public sector by 22-24 percent during the five-year-plan."* The growth in production must take place by virtue of raising labor productivity. The solution of this task demands, in its turn, the strengthening of the material interest of the workers in agriculture in the results of their work. Thus, there is every reason to count the problem of the correctness of the correlation between productivity growth rates and workers' wages, saving and consumption among the most urgent problems.

The rapid scientific-technical progress in agriculture is conducive to labor productivity growth that runs ahead of schedule in relation to its wages. At the same time, it is impossible to weaken the material interest in the growth of labor productivity.

The problem of the relationship between productivity growth rate and workers' wages is justly given great attention in our economic literature. Noting the objective necessity of the outstripping growth in the productivity of labor by comparison with the increase of its wages, economists raise the question: What must the level of this outstripping be? To this question, however, there cannot be a simple answer since the link of workers' wages in the kolkhozes with labor productivity is not as straight and direct as this is at times asserted in the economic literature. These wages, as A. M. Yemel'yanov correctly notes,** depend not only on productivity reflecting the efficiency of expenditures of living labor; to a greater extent they are determined by the efficiency of all expenditures of labor and material means, i. e., by the profitableness, the profitability of the farm. And these indicators depend, to a significant extent, not only on the level of the capital-labor and power-labor ratio, but also on natural and economic conditions.

---

*"Materialy XXVI s"ezda KPSS" [Materials on the 26th CPSU Congress], Moscow, 1981, p 164.

**A. M. Yemel'yanov, "Khozyaystvennyy raschet v kolkhozakh i sovkhozakh" [Cost Accounting in Kolkhozes and Sovkhozes], Moscow, 1968, p 41.

What is one to understand by the optimal correlation between labor productivity and wages? In our view, this is a correlation in which under given concrete natural and economic conditions of the process of reproduction an increase in the efficiency of agricultural production is secured, i. e., the receipt of the maximum quantity of production from every hectare of soil, from every head of cattle, with the least expenditures of living and materialized labor per unit of production. This is the resulting, final effect of the application and utilization of the means of production and living labor, the yield of the combined investments.

During the past three five-year-plans we observe an increase in the output of gross production and gross income, and correspondingly also an increase in labor productivity. But during some years, when the weather was unfavorable, labor productivity diminished. To make judgments about the attained level of labor productivity in agriculture only on the basis of individual years is not legitimate. Here average data for periods of 3-5 years reveal a natural picture in connection with the influence of weather conditions.

Labor productivity in agriculture as a whole, as well as separately by farming and livestock-raising, is usually calculated in terms of the annual worker; in some sectors, the expenditures of work time are measured in work days, and from 1971 on in hours, the products are considered in kind. The direct indicators of labor productivity completely characterize the output of production per unit of labor expenditures. At the same time, the indirect or intermediate indicators reflect labor expenditures per unit of work volume carried out (or work volume per unit of labor expenditures). The annual productivity of living labor is most precisely characterized by the magnitude of newly-created product (gross income) per average annual worker engaged in agriculture. The relative weight of workers' wages in newly-created production is rather high, therefore higher growth rates in labor productivity by comparison with growth rates in workers' wages are an objective necessity of expanded reproduction.

An analysis of the correlation of the growth rates of productivity and workers' wages was conducted by us for the kolkhozes of Grodnenskaya Oblast. The correlation of the growth rates of labor productivity and wages was determined on the basis of gross production and gross income (in percentages of the preceding year). Gross production, in contrast to gross income, characterizes the productivity of combined (living and materialized) labor (see Table 1). Gross production is calculated in comparable prices for 1973 since the estimate of the optimality of the correlation of between productivity and workers' wages, as one of the most important proportions, must be directly linked to an economic phenomenon that would reflect the entire combination of past and living labor. This requirement is satisfied by gross production, calculated in constant, i. e., comparable prices. In the determination of gross income we took into consideration the repeated increase of purchase prices and the introduction of five-year-plan percentage markups of the purchase price for the above-plan sale of some types of agricultural produce.

Labor productivity and workers' wages are figured in the calculation per average annual worker.

Workers' pay in the kolkhozes and wages in the sovkhozes are constantly growing, but labor productivity decreases in years when weather conditions are unfavorable. For the comparison of the growth rates of productivity and workers' wages one can use two indicators of the coefficient of advance. . The first is the relationship of the growth rates of labor productivity to the growth rates of workers' wages; the second is the opposite, the relation of the rates of growth in the pay of labor to the rates of increase in its productivity. In the first case, the coefficient of outstripping shows what increase in labor productivity is associated with 1 percent increase in workers' wages. In the second, it reflects the increase in workers' wages per 1 percent increase in labor productivity.

In contrast to the annual indices of labor productivity and workers' wages in the kolkhozes, the results of calculations based on the average data for the two five-year-plans reflect a more favorable and objective picture. Table 1 lists 13 coefficients of advance (the increase of labor productivity for 1 percent increase in wages according to gross production). They are different to a more or less significant extent. This is explained, first of all, by the different growth rates of workers' wages; secondly, by the fact that the differentiation in the growth rates of these indicators is determined by the capital-labor and power-labor ratio of the enterprises, by the level of yield of the agricultural crops and the productivity of cattle, the influence of weather conditions, and also by the diverse ability of the workers to use organizational, production, economic and nature factors to raise labor productivity.

In the course of the period we have analyzed in Table 1, the optimal correlation between labor productivity growth rates and workers' wages was, on the whole, secured. This is explained by the fact that in the kolkhozes of the oblast, especially in livestock-raising, industrial methods of production are being introduced that allow the achievement of stability in economic development and also reduce the influence of natural factors on the production process to the minimum.

The optimal correlation between labor productivity and workers' wages is a correlation which, arising in the concrete conditions of the process of reproduction, guarantees the most economical result with respect to the functioning of the material, labor, and financial resources available to the agricultural enterprises, the steady increase in labor productivity and the strengthening of the material interest of the workers. It may be regarded as established that the most optimal correlation between the growth rates in the productivity and pay of labor is observed when for 1 percent growth in the productivity of labor its pay increases by 0.75 to 0.80 percent. When such a correlation prevails, the most solid economic foundation for expanded reproduction and the material interest of the workers in the result of their labor is created, savings and consumption funds take shape correctly.

This correlation is confirmed by the data of the group of kolkhozes of Grodnenskaya Oblast, which show that in the first group of kolkhozes, where for 1 percent increase in labor productivity the increase in pay amounts to 0.75 to 0.80 percent,

Table 1. Correlation of Productivity Growth Rates and Workers' Wages in Kolkhozes in Grodnenskaya Oblast

Years	Labor Productivity		Labor Wages	Coefficient of Advance				Wage Expenditure for 100 Rubles of Gross Production (In Rubles)
				Increase in Wages for 1% Increase in Labor Productivity		Increase in Labor Productivity for 1% Increase in Wages		
	According to Gross Production	According to Gross Income		According to Gross Production	According to Gross Income	According to Gross Production	According to Gross Income	
1966	107.8	126.8	106.9	0.99	0.84	1.00	1.18	30.9
1967	107.3	105.2	130.5	1.21	1.24	0.82	0.80	32.7
1968	105.1	102.4	106.5	1.01	1.04	0.98	0.96	33.3
1969	99.2	120.7	105.7	1.06	0.87	0.93	1.14	31.9
1970	114.6	126.5	105.1	0.91	0.83	1.09	1.20	32.9
1971	88.6	102.9	104.2	1.17	1.01	0.85	0.98	40.3
1972	108.8	98.6	107.8	0.99	1.09	1.01	0.91	39.5
1973	108.1	100.8	102.9	0.95	1.02	1.05	0.97	38.4
1974	100.7	104.8	103.9	1.03	0.99	0.96	1.01	39.7
1975	128.4	108.7	102.4	0.79	0.94	1.25	1.06	31.3
1976	105.3	103.0	108.9	1.03	1.05	0.96	0.94	31.4
1977	105.5	117.6	106.4	1.01	0.90	0.99	1.10	31.7
1978	101.1	103.1	105.8	1.04	1.02	0.95	0.97	31.1
1971-1975 in % of 1966-1970	121.1	147.0	132.5	1.09	0.90	0.91	1.10	
Average Annual Growth Rate:								
1966-1970	106.8	116.3	110.9	-	-	-	-	-
1971-1975	106.9	103.1	104.2	-	-	-	-	-
Average Annual Increment Rate:								
1966-1970	6.8	16.3	10.9	-	-	-	-	-
1971-1975	6.9	3.1	4.2	-	-	-	-	-

labor productivity according to gross production was 1.7, and according to gross income--1.8 times higher than in the third group, where for 1 percent increase in labor productivity the pay increment amounts to 0.90 percent. In the first group, by comparison with the third, a gross income 1.8 times as high was received per 100 hectares of arable land. However, workers' wages in the calculation for 100 rubles of gross production in the first group were 26 percent lower, but payment per man-day, on the contrary, was 47.7 percent higher than in the third group.

It is impossible for equal correlations in the growth rates of labor productivity and wages to occur, both in different sectors of the national economy and within one sector in different enterprises. This is explained by the fact that the growth rates of labor productivity depend primarily on the introduction of new technology, the equal saturation of which society is not in a position to secure simultaneously in all sectors and regions. Since the concrete conditions of production in different sectors, as well as within one sector in individual enterprises, are differentiated under the influence of diverse factors, it is obviously impossible to establish a single accepted standard, a single coefficient, by means of which the optimality of the ratio between labor productivity and wages in different sectors and enterprises could be regulated. Besides that, the level of the application of progressive technology, the quality of raw material and the level of the introduction of scientific achievements and discoveries into production increase labor productivity in different production sectors at uneven rates. It is also impossible not to take into consideration the fact that the state carries out necessary measures with regard to the regulation of wages and the prevention of groundless gaps in the levels of wages of different groups of workers. Consequently, for every enterprise the optimal measure of advance in the growth of labor productivity in relation to wage payments must be composed under the influence of concrete conditions.

In the economically strong Progress Kolkhoz of Grodnenskiy Rayon, the labor productivity growth rates significantly outpace the growth rates for wages. Thus, in 1978 workers' wages grew here by 0.79 percent for 1 percent increase in labor productivity, while for the kolkhozes of Grodnenskiy Rayon as a whole this indicator amounted to 0.96 percent. It must be noted that the Progress Kolkhoz obtained a large gross income. If labor productivity is to be judged on the basis of this indicator, it is 49.5 percent higher in Progress than in all kolkhozes of Grodnenskiy Rayon combined. The gap is significant if one is to accept the value of gross production in comparable 1973 prices as indicator of labor productivity. Thus, the Progress Kolkhoz carried out gross production of agriculture for 7,066 rubles in the calculation for the average annual worker engaged in agriculture, but on the average all kolkhozes of Grodnenskiy Rayon a total of only 4,999 rubles. Given the established labor productivity, the norm of net income in the Progress Kolkhoz was the highest--73 percent, and for the kolkhozes of the rayon on the average--a total of only 59.7 percent. The high norm of net income established in the Progress Kolkhoz is entirely natural since it is connected with the high level of gross income. It must be taken into account that here is also the highest level of workers' wages. In the calculation of 1 man-day 8.05 rubles are paid out in the Progress Kolkhoz, but for the kolkhozes of the rayon as a whole--6.44 rubles. The high norm of saving in the Progress Kolkhoz attracts attention: 37.4 percent, while it was 26.1 percent for the kolkhozes of the region as a whole.

The level of gross income received in the calculation for 1 man-day and the scale of workers' wages and deductions into public consumption funds affect the differences in the ratio between the savings fund and the consumption fund in kolkhozes. It is natural that the differences in the indicated ratio exert a significant influence on the rates of saving and expanded reproduction.

The rapid growth of workers' wages by comparison with the increase of labor productivity is explained by a number of reasons. First of all, we must point here to the concern of the party for the constant increase in the material standard of life of the people, for a policy of equalizing the wage levels in industry and agriculture. The change in the structure of the savings fund and the consumption fund in the kolkhozes also plays a significant role.

Growth in labor productivity not only guarantees an increase in the volume of gross production, but also is conducive to the decrease of expenditures for the payment of living labor. At the same time, the lag of labor productivity growth behind wages calls forth an increase in expenditures for wages. This increases the cost of production and, consequently, diminishes the volume of net income and profitability. Thus, securing the optimal correlation between the growth rates of labor productivity and workers' wages is one of the most important questions of strengthening the economy of kolkhozes and raising the efficiency of agricultural production.

The analysis of the existing growth rates of labor productivity and workers' wages permits us to draw the conclusion that gross income calculated per 1 man-day must serve as the basic indicator of labor productivity. This indicator reflects most correctly the possibilities of expanded reproduction on the basis of scientifically established ratios of saving and consumption.

Gross production is the final result of production. A part of it is used for saving. It would seem that this part determines the possibilities of expanded reproduction. However, by far not always does such a concept correspond to reality, since there are objective factors which exert influence on the savings fund as well as on the further expansion of production. First of all, this is the capital-output ratio. The lower it is, the greater the percentage of deductions into the savings fund necessary for securing stable rates of expanded reproduction. The second factor is the structure of gross production. It is necessary to bear in mind that both its aggregate volume and structure change under the influence of the dynamic of labor productivity. The growth of the latter is conducive to the increase of gross production, the lowering of the proportion of expenditures and the increase of the proportion of net production, i. e., gross income, at the expense of which the savings funds and consumption funds are created. For this reason the indicator of gross income by comparison with gross production is more acceptable for the study of the rates of expanded reproduction. However, the norm and mass of gross income change under the influence of such factors as the growth of labor productivity, the increase of gross production and the decrease of the share of the amortization fund. Gross income is the source not only of savings, but also of the funds of personal and public consumption. Means of production that have been spent cannot serve as a source of savings. Its only source is net income.

Labor productivity, savings and consumption are interrelated categories. With the growth of savings, the technical equipment of agriculture is increased--which is conducive to the increase of labor productivity, and the increase of the consumption funds is conducive to the increase in the material interest of the workers. In its turn, the growth of labor productivity is favorable to the increase of gross income.

Let us examine the structure of gross income in the kolkhozes of Grodnenskaya Oblast in terms of the average for the 9th Five-Year-Plan and in 1978. On the average for the 9th Five-Year-Plan gross income of the kolkhozes was distributed as follows: wages--59 percent, deductions into the fund of social insurance--4 percent, net income--37 percent. The savings fund made up 27 percent, the consumption fund--73 percent (1:2.7). In 1978 the savings fund by comparison with the consumption fund on the average for the 9th Five-Year-Plan was 2.8 percent higher, and the consumption fund was as much lower.

The experience of progressive farms shows that material and labor resources are efficiently utilized if the optimal correlation between the savings fund and the consumption fund is achieved. It goes without saying that this correlation cannot be identical, not only for different regions, but also for individual farms. At the same time, it must be stated that the desired result of economic operation in many cases is achieved with the correlation of 1:3 or 1:2.5, i. e., with a savings norm of 25 to 30 percent. For example, in 1978 in the Progress Kolkhoz of Grodnenskaya Oblast this correlation amounted to 1:1.8, and the savings norm--38 percent.

On the basis of data for the kolkhozes of Grodnenskaya Oblast we have determined optimal proportions of the growth rates of labor productivity and wages for the 11th Five-Year-Plan on the basis of the distribution of gross income. During the five-year-plan in the kolkhozes of the oblast labor productivity of the average annual worker grows by 31.1 percent, and wages--by 13.5 percent (see Table 2). Calculations cited in Table 2 show that in the kolkhozes of Grodnenskaya Oblast the optimal correlation between the growth rates of labor productivity and wages will be attained on the whole for the 11th Five-Year-Plan: In 1985 the growth of workers' wages can amount to 0.86 percent for every percent of growth in labor productivity.

In the concrete solution of the problem of the dimensions and proportions of consumption and savings funds, not only the experience of the progressive kolkhozes and the achievements of science must be taken into account, but also the real sources of providing kolkhozes with means, both at the expense of their incomes and credits from the state. Therefore, every farm will form its own correlation of savings funds and consumption funds.

In order to establish what part of net income must be directed toward the expansion of production, it is necessary to determine correctly the rates of increment in the output of agricultural production, proceeding from the requirements of the population of the country and the processing industry, taking into account the capital-output ratio in the calculation per unit of basic means of production of agricultural designation. According to the analysis we have conducted, the correlation of the savings fund and the consumption fund must approach the optimal if

Table 2. The Correlation of Growth Rates of Labor Productivity and Wages by Kolkhozes in Grodnenskaya Oblast for 1981-1985 (in %)

Measures	1981	1982	1983	1984	1985	Average for Five-Year-Plan
Growth rates						
labor productivity	100.4	112.8	109.4	107.5	104.5	131.1
workers' wages	110.3	104.7	104.0	104.0	103.6	113.5
Coefficient of advance	0.99	0.93	0.95	0.96	0.99	0.86
Relative weight of wages in gross production	36.6	36.7	36.1	34.9	34.1	-
Growth rates:						
Savings fund	111.8	111.0	105.5	104.0	107.8	126.4
Consumption fund	110.3	106.0	105.6	104.4	104.2	111.8

the growth rates of wages amount to 0.75 to 0.80 to the rates of increase in labor productivity. Moreover, the relative weight of the wage fund in gross income must not exceed 55 to 60 percent, so that sufficient means are left for savings and consumption. In farms with a higher labor productivity the magnitude of the savings and consumption funds grows which fall to the share of the average annual worker. However, the growth rates of consumption funds by far exceed the growth rates of savings funds.

COPYRIGHT: Izdatel'stvo "Vysshaya shkola", "Ekonomicheskiye nauki", 1981

8970
CSO: 1828/1

CENSUS MATERIAL: AVERAGE ANNUAL WAGES, NUMBER OF WORKERS, EMPLOYEES

Moscow VESTNIK STATISTIKI in Russian No 8, Aug 81 pp 76-79

[Text] II. Average Annual Number and Wages of Workers and Employees in the USSR National Economy

1. Average Annual Number of Workers and Employees in the National Economy and Number of Collective Farm Workers Engaged in the Public Sector of the Collective Farms (in millions)

Years	Workers and employees, kolkhoz farmers	Including		
		Workers and employees	Of these workers (including junior service personnel and custodians)	Kolkhoz workers*
1940	62,9	33,9	23,9	29,0
1950	67,8	40,4	29,0	27,4
1955	74,6	50,3	37,1	24,3
1960	83,8	62,0	46,2	21,8
1965	95,5	76,9	56,4	18,6
1970	106,8	90,2	64,9	16,6
1975	117,2	102,2	72,3	15,0
1976	118,9	104,2	73,6	14,7
1977	120,6	106,4	75,2	14,2
1978	122,5	108,6	76,5	13,9
1979	124,2	110,6	77,7	13,6
1980	125,7	112,5	78,6	13,2

*Without kolkhoz workers who are studying and working in state enterprises, institutions and organizations as workers and employees, who took part in work operations of the kolkhoz during time off from their basic pursuits. In 1980 they numbered approximately 400,000 people.

2. Average Annual Number and Average Monthly Wages of Workers and Employees in the National Economy

Years	Number of workers and employees (in thous.)	Average monthly money wages (in rubles)	Average monthly wages with the addition of payments and benefits from the public funds of consumption (in rubles)
1940	33,926	33,1	40,6
1950	40,420	64,2	82,4
1955	50,251	71,8	91,8
1960	62,032	80,6	107,7
1965	76,915	96,5	129,2
1970	90,186	122,0	164,5
1975	102,160	145,8	198,9
1976	104,235	151,4	206,7
1977	106,393	155,2	212,2
1978	108,616	159,9	219,1
1979	110,592	163,3	224,6
1980	112,498	168,9	232,8

3. Average Annual Number of Workers and Employees and Average Annual Number of Workers (Including Junior Service Personnel and Custodians) by Sectors of the National Economy (in thousands)

National Economy Sectors	1940		1950		1960		1970		1975		1980	
	No of workers and employees	Including workers	No of workers and employees	Including workers	No of workers and employees	Including workers	No of workers and employees	Including workers	No of workers and employees	Including workers	No of workers and employees	Including workers
Total for national economy	33,926	23,860	40,420	29,044	62,032	46,254	90,186	64,844	102,160	72,281	112,498	78,830
Industry (Industrial production Personn.)	13,079	11,113	15,317	13,245	22,620	19,761	31,593	26,631	34,054	28,487	36,891	30,479
Agriculture and forestry	2,983	2,491	3,881	3,255	7,323	6,741	9,852	8,866	10,974	9,807	12,108	10,713
Transportation and Communic.	4,009	2,997	4,659	3,507	7,017	5,610	9,315	7,416	10,743	8,450	11,958	9,466
Construction	1,993	1,704	3,278	2,839	6,319	5,393	9,052	7,174	10,574	8,143	11,240	8,460
Trade, public catering, mat.-techn. supply and market, procurement	3,351	2,322	3,360	2,522	4,675	3,514	7,537	5,793	8,857	6,921	9,694	7,681
Housing and public utilities, domestic serv.	1,516	1,095	1,371	1,173	1,920	1,476	3,052	2,524	3,805	3,142	4,512	3,696
Other sectors of the nat. econ. (public health, education, culture, personnel of the organs of administration)	6,995	2,138	8,554	2,503	12,158	3,819	19,785	6,440	23,153	7,331	26,095	8,335

4. Average Mouthly Cash Wages of Workers and Employees by Sectors of the National Economy

(in rubles)

National economy sectors	1975	1979	1980
Total national economy	145.8	163.3	168.9
Industry (industrial production personnel)	162.2	180.4	185.4
Workers	160.9	180.3	185.5
Engineering and technical personnel	199.2	208.9	212.5
Employees	131.3	142.9	145.8
Agriculture	126.8	146.0	149.2
Sovkhozes, inter-farm agricultural enterprises, subsidiary and other agricultural production enterprises	126.7	146.0	149.2
Workers	124.7	144.9	148.5
Agronomists, livestock specialists, veterinary and engineering and technical personnel	179.4	186.7	185.5
Employees	114.0	123.0	125.8
Transportation	173.5	192.8	199.9
Railway	158.1	174.4	187.4
Water	212.8	228.9	232.0
Motor, municipal electric and other transportation; loading and unloading organizations	177.1	197.3	202.5
Communication	123.6	142.6	145.8
Construction	176.8	196.6	202.3
Construction and installation work	181.1	200.0	204.5
Workers	180.3	202.5	207.9
Engineering and technical personnel	207.0	211.3	212.9
Employees	145.8	147.2	148.0
Trade, public catering, material and technical supply and marketing, unfinished work pieces	108.7	128.8	138.2
Housing and public utilities and everyday services for the population	109.0	126.7	133.2
Public health, physical culture, and social security	102.3	119.1	126.8
Public education	126.6	133.3	135.9
Culture	92.2	104.7	111.3
Art	103.1	124.1	134.8
Science and scientific service	157.5	173.6	179.5
Credit and state insurance	133.8	151.5	162.2
Apparatus of organs of state and economic administration, organs of administration of cooperative and social organizations	131.8	147.8	156.4

5. Average Monthly Cash Wages of Industrial Production Personnel by Industrial Sector*

(in rubles)

Industrial Sector	1975	1979	1980
All industry	162.2	180.4	185.4
Extracting industry	219.0	238.2	244.3
Mining industry	239.4	262.2	267.3
Processing industry	155.8	174.3	179.2
From all industry:			
Electric power	167.3	186.2	190.2
Coal	274.9	295.5	298.9
Black metallurgy	188.0	202.2	214.1
Chemical and petrochemical	165.2	179.0	183.2
Machine building and metal processing	164.1	182.3	187.5
Timber, wood processing and pulp and paper	169.3	184.9	191.6
Wood processing	155.3	173.0	178.4
Including furniture	151.8	172.0	178.1
Pulp and paper	163.8	180.9	188.3
Construction materials industry	165.3	176.7	180.2
Glass (including the production of medical products made of glass and china)	154.1	167.0	171.2
China-faience	141.3	155.5	161.3
Light	124.6	145.6	149.9
Textile	129.7	154.8	158.7
Sewing	115.5	132.1	136.4
Shoe (without production of rubber shoes)	131.9	154.5	159.5
Food	146.5	164.5	167.2
Baked goods	126.5	141.2	144.9
Alcoholic beverages, liqueur and vodka, winemaking, beer brewing, nonalcoholic beverages production	127.8	142.5	145.0
Tobacco-makhorka	141.0	156.3	164.5
Meat and dairy	141.1	156.4	157.6

---

*With inclusion of all types of bonuses credited to industrial production personnel.

COPYRIGHT: Izdatel'stvo "Finansy i statistika", 1981

8970
CSO: 1828/2

LABOR

TRAINING CADRES, COMPETITION IN NEW CONDITIONS

Moscow EKONOMICHESKIYE NAUKI in Russian No 8, Aug 81 pp 74-82

[Article by M. Valitov and A. Shuruyev, candidates of economic science: "Training Cadres and Competition in New Conditions"]

[Text] The selection, promotion and training of cadres have a decisive significance in the direction of the economy. The contemporary enterprise, the association, is a complex economic mechanism which can successfully develop only in the presence of clear coordination in the work of its individual links, when the efforts of all subdivisions and every worker are directed toward a single goal. Our successes in economic and social development depend in the final analysis on how the workers, kolkhoz workers, employees, engineering and technical, scientific and management personnel are trained and how they carry out their functions, how they solve the tasks set by the party. The question concerning cadres, the level of their training and the effectiveness of their utilization is a question about the personal factor in production, about the main productive force of society, and this fact alone determines its exceptional significance. It is especially great now, when our country has proceeded to realize the decisions of the 26th Party Congress, when the question is, as it was expressed in the Report of the CC CPSU to the Party Congress given by comrade L. I. Brezhnev, "concerning the elaboration of a style of work that would organically combine expedition and discipline with bold initiative and enterprise. Practicalness and efficiency--with the aspiration to great goals. Critical attitude towards shortcomings--with the firm conviction in the historic advantages of the path we have chosen."[1]

The Growth in the Demands for the Level of the Training of Cadres

The theoretical foundations for work with cadres in the conditions of the future socialist society are laid in the works of K. Marx and F. Engels. Basing himself on their teaching, in particular on the propositions of historical materialism concerning the role of the popular masses and the individual in history, V. I. Lenin developed and extended the understanding of the problems of personnel policy, made an invaluable contribution not only to their theoretical elaboration, but also to their practical solution. V. I. Lenin formulated the main principles of the selection, promotion, instruction and training of cadres in socialist society, taking into account their business, political and moral qualities. V. I. Lenin gave paramount importance to the objective and comprehensive study of the merits and shortcomings of workers: from the point of view of honesty, from the political aspect, from the position of business knowledge and administrative capabilities.

The Communist Party has extended the Leninist teaching on cadres, has enriched and continues to enrich it with propositions which correspond to the new tasks of the economic and social development of society. The 26th CPSU Congress noted that during the past period significant work has been accomplished with regard to the further improvement of the qualitative composition and placement of the leading cadres, the increase of their qualifications. The congress envisaged the amplification of the responsibility of the party and economic leaders for the results and quality of work, called upon them to learn to work more efficiently, to manage more effectively. In the Report of the CC CPSU to the 26th Party Congress it is pointed out: "The style and the methods of leadership involve a question which is important for the entire party, for the entire people. To remember this and to be guided every day in everything by Leninist norms is the direct responsibility of every party leader!"[2]

Under the influence of the scientific-technical revolution, contemporary production presents increasingly high and diverse demands to the workers, to those who create the new technology, who direct it. Special types of knowledge, high professional training, and the general culture of the individual become an obligatory condition of successful work for increasingly broader strata of workers. This applies, above all, to the leaders of contemporary production. In addition to high personal moral qualities, professional training and erudition, they must possess the art of working with a collective, the ability to utilize theoretical knowledge and practical skills of workers and specialists.

The quantity of highly-qualified workers and specialists and the general level of the training of workers are rapidly growing. Our country has at its disposal a powerful economic and scientific-technical potential, highly-qualified cadres. The task consists in finding the best way of utilizing these cadres. Among other measures, the scientific organization of administrative work occupies an important place. The "Basic Directions of the Economic and Social Development of the USSR for 1981-1985 and for the Period up to 1990" envisage, in particular, "an increase in the quality and efficiency of administrative work, the active dissemination of rational methods of work, the perfection of office work, fuller utilizaton of computer and other organizational technology."[3]

Of great significance in the training of cadres is the decree of the CC CPSU, the USSR Council of Ministers and the VTsSPS (All-Union Central Trade-Union Council) "On the Further Strengthening of Labor Discipline and the Reduction of Personnel Turnover in the National Economy," as well as the decrees of the CC CPSU "On the Improvement of the Economic Education of Workers" and "On the Further Improvement of Ideological and Political-Educational Work." The latter, as was noted at the 26th Party Congress, is a document of lasting operation.[4] Urgent tasks of the further perfection of the mechanism of management are also set forth in the decree of the CC CPSU and the USSR Council of Ministers "On the Improvement of Planning and the Strengthening of the Influence of the Economic Mechanism on the Increase in the Efficiency of Production and the Quality of Work."

Given the present scale of economic operations, lack of organization, poor management in a certain enterprise are inevitably reflected in the work of dozens and hundreds of other enterprises.

In the "Basic Directions of the Economic and Social Development of the USSR for 1981-1985 and the Period up to 1990", adopted by the 26th CPSU Congress, it is emphasized: "There must be an increase in the exaction of cadres with regard to the fulfillment of the established tasks, the high level of organization and accuracy in work and the strict observation of plan discipline in all links--from the enterprise to the ministry. The increase in the level of management and the development of business-like efficiency, responsibility and initiative among cadres is an indispensable condition for the attainment of successes in production."[5]

The decisions of the party and the government obligate party and economic organs to strengthen business-like efficiency, concreteness and efficiency in the study of measures regarding the perfection of the economic mechanism. In the course of explanatory work in the collectives, the propagandists of the system of party and Komsomol political study and economic education has a great deal of work before them. The propagandists must on the basis of concrete examples graphically reveal the role of conscientious labor in the common cause, undertake a fundamental analysis of the facts regarding indiscipline and slackness, and increase their influence on the efficiency of the activity of their collectives.

The Improvement of the Training and the Increase in the Qualifications of Workers and Specialists

The realization of the large economic and social programs projected by the 26th CPSU Congress requires a large number of skilled workers. During the past decade, our country has taken a big step forward in raising the cultural and technical level of the workers. At the present time, more than 40 million people are involved in higher and secondary specialized education. Today every fourth or fifth worker is a specialist and every tenth has a higher education. Moreover, half of all the specialists completed VUZ's and tekhnikums during the 1970's, i. e., during the 9th and 10th Five-Year-Plans. The number of workers with a high level of skills is increasing rapidly.

The training of skilled workers in our country is carried out according to plan. The Gosplans of the union republic establish every year how many students having completed the 8th grade continue their education in secondary school, in tekhnikums, and in professional and technical schools, how many of them will receive skills directly in production, continuing their education in night school for the working youth.

The training of skilled workers is carried out along two main lines: directly in production and in the system of professional and technical education. The parameters of this training are suggested by the following data: In 1979, 5.9 million were trained in production, and in professional-technical schools 2.3 million skilled workers were trained. In conformity with the demand of the sectors of the national economy, ministries, departments, and also the organs of professional and technical education take measures to expand the training of workers of a broad profile.

Direct training of skilled workers in enterprises is carried out by means of individual and brigade training, as well as in schools and in courses with and without the discontinuation of work. As a rule, course training is carried out in professions in which the conditions of work impede the conduct of practical studies at the place of work and demand serious theoretical knowledge (drivers, electric welders, electricians, etc.). The course system provides more comprehensive professional training and more serious theoretical knowledge than on-the-job training, since here there are frequently not enough training shops, laboratories, training sectors, textbooks and visual aids, as well as up-to-date equipment. The 11th Five-Year-Plan envisages the further improvement of the on-the-job training of cadres, which will be conducive to the increase in the efficiency of production and the attainment of higher quality indicators.

In the conditions of contemporary scientific-technical progress, the special skills acquired by workers in their training become quickly obsolete. Hence the great role of the systematic increase in qualifications. Now we have at our disposal fully developed and sufficiently effective forms of this work. These are the production-technical courses, special purpose courses, schools for foremen, schools of communist labor (earlier--schools for the study of advanced work methods) and others. These forms are interrelated and are organized in such a way that every subsequent level guaranteed the consecutive skill perfection and simultaneously the possibility of the further training of the worker for the broader application of his labor and the strengthening of the creative basis in this work.

The scales of increasing skills are constantly expanding. In 1979, 22.3 million workers raised their qualifications. In the future it is necessary to attain consecutive and obligatory periodicity of the appropriate forms of increase in the skills of workers and the inclusion of the necessary economic and political knowledge in the program of studies.

In expanding and perfecting the training of workers directly in production, we cannot, however, fail to take into consideration the fact that in the conditions of the fuller utilization of the contemporary achievements of the scientific-technical revolution the possibilities for such training are exceedingly limited. Training in the course of 1-3 months through the execution of operations at the work place without any basic theoretical training cannot give the worker the knowledge needed for the successful mastery of the profession when production is being reorganized in the course of complex mechanization and automation. There is an increasingly urgent need for the gradual transition from the narrowly-specialized training of skilled workers directly in production to training them in the system of professional-technical education.

The state system of professional-technical education has already become a basic form of training of the young workers'generation. During the 10th Five-Year-Plan, 12.5 million young workers were trained in this system, where training in more than 1,000 professions is conducted; in 1981 another 2.3 million young men and women will be graduated from the professional-technical schools. It is important to note in this connection that the graduates of the majority of professional-technical schools have a general secondary education. "One of the most promising ways of realizing universal secondary education," comrade L. I. Brezhnev noted, "we believe (while preserving the leading role of the general education school) is the further development of the professional-technical schools, providing a secondary education."[6]

Since 1969 the gradual transformation of an increasingly large number of ordinary professional-technical schools, training skilled workers for the most complex professions for all sectors of the national economy, into secondary professional-technical schools with a 3-4 year course of study. During the 10th Five-Year-Plan, the training of workers with a secondary education almost tripled. The professional-technical schools at the base of the enterprises of ferrous metallurgy, the coal, chemical, oil refining, and radio electronics industry have been fully transformed into secondary professional schools. The technical schools in which young people enroll upon completion of a secondary general education school are also developing successfully. Simultaneously there is improvement in the work of the professional-technical schools in which cadres for mass professions are trained in a course of study of 1-2 years; moreover, the necessary conditions are being created for the continuation of education by the students in night (shift) schools for the working youth. In 1979, 1,861,000 skilled workers were graduated from the day professional-technical schools, including 522,000 from secondary and 581,000 from technical schools, and 758,000 from one- and two-year schools.

During the years of the 10th Five-Year-Plan only half of the graduates from secondary school replenishing the ranks of the working class enrolled in professional-technical schools, the others learned on the job. During the 11th Five-Year-Plan 13 million people will be graduated from the professional-technical schools; moreover, the training of skilled workers with a secondary education will increase by a factor of 1.6. The level of training and communist education of the students is increasing. During the 11th Five-Year-Plan there is a significant increase in the share of students having completed the 10th grade who study in professional-technical schools, which makes it possible to accelerate the transition to universal professional education of young people having completed secondary school.

The system of professional-technical education also fulfills the function of raising the qualifications of workers and retraining them. In particular this is important for workers who have been freed from various sectors of production in connection with the achievements of scientific-technical progress. In 1979, 476,000 workers raised their qualifications in night (shift) professional-technical schools.

Retraining and the constant raising of qualifications are exceptionally important for the specialists employed in the national economy. In connection with the development of the scientific-technical revolution every branch of science and technology is subject to constant progressive change. In the course of 1--15 years the technology of many sectors of industry is completely renewed. Scientists note that the volume of information doubles every 12-15 years; approximately 90 percent of all the information we utilize was obtained only within the past 40-50 years. It goes without saying that in these conditions the specialist who does not raise his qualifications, does not enrich himself with new knowledge, with scientific-technical and production experience, cannot successfully fulfill his role as a guide of scientific-technical progress in production.

The systematic economic and social development of our society presupposes the systematic organization of the whole business of raising the qualifications of specialists by the state as well. "With regard to the growing demands," comrade L. I. Brezhnev noted at the 25th CPSU Congress, "the party approaches the organization of the training and retraining of cadres and does everything necessary in order for them to raise their theoretical level, deepen their knowledge, master the contemporary achievements of science and technology, the organization of production and administration."[7]

In October 1977 the CC CPSU and the USSR Council of Ministers adopted a special decree "On the Further Perfection of the System of Increasing the Qualifications of Leading Workers and Specialists of the National Economy." This decree, in particular, established a common procedure according to which leading workers and specialists must raise their qualifications at least once every six years. It is suggested that greater attention be given to strengthen the link between the training process and the practice of socialist management, to the study of the scientific organization of labor, the automation and mechanization of production processes, and progressive experience with respect to raising the efficiency of the work of the enterprise and the quality of the product turned out.

Several forms exist for raising the qualifications of leading workers and specialists. These are the institutes for raising qualifications of the ministries and departments with branches in large enterprises, organizations and institutions; intersector institutes (created by several ministries and departments) for raising qualifications; the appropriate faculties at institutions of higher education; courses attached to ministries and departments; courses in enterprises, scientific research and planning and design organizations, institutions of higher and secondary specialized education, and institutes for raising qualifications and their branches. In 1980 there functioned in our country: 279 institutes for raising qualifications, institutes for the improvement of physicians, teachers and instructors of the social disciplines and 134 branches of these institutes, 303 faculties and 837 courses for raising the qualifications of specialists; the annual contingent of those who go through training in this network comes to about 2.4 million people. In 1977 the Academy of the National Economy was formed, which trains leading cadres for the organs of administration of the national economy.

The system for raising the qualifications of specialists also includes certain directions of the activity of such public organizations as the scientific-technical societies and people's universities. In 1980 there were more than 47,000 people's universities in the country, in which almost 14 million people were engaged in learning in 50 fields of knowledge.

In order for the selection and placement of cadres in the national economy of the country to be constantly carried out on the basis of an objective assessment of the political and business qualifications of the worker, it is necessary to have a clearly organized system and methods of cadre assessment. At the present time, the accepted form for this is the certificate. With respect to scientific and scientific-pedagogical personnel, it is carried out in accordance with the decree of the CC CPSU and the USSR Council of Ministers "On Measures for the Further Perfection of the Certification of Scientific and Scientific-Pedagogical Personnel" (1974). The leading organ in this sphere is the Higher Certification Commission of the USSR. The selection and placement of scientific cadres are to be furthered by the position qualification characteristics established by the USSR State Committee on Science and Technology in February 1978. The description of every position has three parts. In the first part--Duties of the Position-- there is an enumeration of the duties of the worker occupying a given position. In the second--Knowledge Required--the basic demands are enumerated that are made of the worker in the sphere of special knowledge and also knowledge of the normative documents guiding him. In the third part--Qualification Requirements--the level of special training of the worker required to carry out the duties given to him and the requirements in regard to the length of service are determined. These position descriptions are used in scientific-technical institutions, design, technical, planning, prospecting organizations and computer centers regardless of their sector or department subordination.

All leading workers and specialists of enterprises and organizations besides those appointed by higher organs or elected by means of competitions go through state certification in the following periods: all workers of scientific research, planning, planning and design, and technological organizations, and scientific research subdivisions of institutions of higher education--after 3 years. The certification commission not only provides findings concerning the activity of the worker and his conformity with the position occupied by him, but can also recommend a certain form of encouragement: an increase in salary, inclusion in the reserve for promotion, and others. On the other hand, the director of an enterprise or organization, taking into account the recommendations of the certification commission, may, within a period not exceeding two months from the day of the certification, follow established procedure and accept the decision concerning the transfer of a worker who, according to the results of the certification, is recognized as not conforming to the position held by him, to another job with his consent or dissolve the work contract with him.

Competition in the System of Socialist Management

The organization of socialist competition, as V. I. Lenin emphasized already at the dawn of Soviet power, must "represent one of the most important and most gratifying tasks of the reorganization of society."[8] The leader of the first socialist state in the world made a close connection between questions of the creation of a single state plan and the development of centralization, on the one hand, and the broad creative initiative of the workers, their experience and undertaking, the valuable initiative in the sphere of the organization of accounting and control over the measure of work and the measure of consumption, on the other. between questions of the administration of production and the economic and social development of the collectives. Today socialist competition has become nationwide. As is indicated in the Report of the CC CPSU to the 26th CPSU Congress, "there is not a single plant, kolkhoz or construction site which would not be touched by its animating breath."[9] Socialist competition, based on the initiative of people, plays a paramount role in increasing the efficiency of production, in the perfection of the national economy of the developed socialist society.

In present-day conditions, socialist competition must proceed under the slogan: "To do quality work and do it efficiently!" and pursue primarily such goals as a thrifty attitude toward public property, the skillful and efficient use of all available resources, the entire productive potential, and the achievement of high final results with the least expenditures. In the document of the CC CPSU, the USSR Council of Ministers, the All-Union Central Trade-Union Council and the Central Committee of the All-Union Lenin Young Communist League "On All-Union Socialist Competition for the Successful Fulfillment and Overfulfillment of the Tasks of the 11th Five-Year-Plan", reference is made to the necessity of "concentrating the efforts of the competitors on the acceleration of labor productivity, the increase in the quality of production, the economy of raw materials and materials, fuel and electricity, the best use of the fixed capital assets, and the unconditional fulfillment of the plans for the deliveries of production within the established deadlines and product list."[10] On this basis we must secure the fuller satisfaction of the demands of the national economy and the population, the reduction of the time-span for the creation and introduction of new techniques and technology, the increase of the capital-output ratio, the reduction of material-intensiveness; the successful realization of the food program; the improvement of transportation; a reduction in the time-span and an increase in the quality of production. Such an orientation of competition significantly enhances its role in increasing the efficiency of production and the quality of work.

In the majority of the sectors of the national economy the indicators of efficiency and quality already today play a leading role and are regarded as basic; however, in some sectors they are still found among the so-called indicators to be considered--which one can hardly regard as justified. Such is the position of the social indicators. Obviously, a comprehensive approach is as necessary in the organization of socialist competition as it is in the solution of all economic and social tasks confronting our society today. Such a comprehensive approach must reflect the organic interrelationship between socialist competition and our entire economy and economic mechanism.

The most important aspect of the interrelationship between the economic mechanism and competition is planning. Being an expression of the inherent advantages of socialism, it represents above all the result of the creative initiative of the workers. Since the composition of the annual plan for the economic and social development of the USSR begins from below, from the brigades, plants, enterprises and associations, the workers, taking part in the elaboration of the plan, disclose unused reserves for increasing the efficiency and quality of production,engage in widespread discussions of the draft plans at workers' meetings, constantly operating production consultations, introduce their remarks and suggestions. In the future it is necessary, in conformity with the instructions of the 26th Party Congress, to increase even further the role of the work collectives in the administration and planning of production.[11]

In progressive enterprises, not only individual measures have been worked out and introduced, but systems allowing constantly to perfect the practice of management with the broad participation of the very competitors. Thus, in the production association for heavy fittings construction Penztyazhpromarmatura, the competition of the workers and pieceworkers is organized on the basis of the long-term planning of their work. Here they repudiated the practice of correcting the plans of individual workers since these plans constitute the basis of other plans, including plant plans. Of interest is also the experience of the organization of competition among the remaining workers. Beginning in 1976, the collective of this association began to work out personal plans for increasing labor productivity at the cost of factors depending on the workers themselves. A plant commission attentively investigates the reasons for the lagging of everyone and determines the time period of his leaving for the boundaries of the average worker and the organizational measures guaranteeing plan fulfillment. The organization of competition among the given group made it possible to reduce the number of pieceworkers not fulfilling the output norm from 331 in 1976 to 9 at the beginning of 1980. By virtue of the reduction in the number of workers not fulfilling the established norm alone, the annual output volume in the association rose by 198,300 norm hours, which is equivalent to an additional production output for 2,180,000 rubles. In 1976-1979 the growth of labor productivity accounted for by this factor amounted to 3.6 percent.

The practice of counterplanning produces a significant effect on the national economy. The decisions of the 26th Party Congress envisage an increase in the responsibilities of ministries and departments for the creation of the necessary conditions for the successful fulfillment of counterplans. In the document of the CC CPSU, the USSR Council of Ministers, the All-Union Central Trade-Union Council, and the Central Committee of the All-Union Lenin Young Communist League on the all-union socialist competition during the 11th Five-Year-Plan there are instructions "to the ministries, departments, party, soviet, trade union and Komsomol organs, as well as to the economic leaders to support in every conceivable way the initiative of the work collectives in the elaboration of counterplans aiming at the improvement of the quality indicators..."[12]

Favorable conditions for the further development of counterplanning have been created by the decree of the CC CPSU and the USSR Council of Ministers on the improvement of planning and the perfection of the economic mechanism. This document discusses the practice of correcting the plans and emphasizes that counterplans, adopted on the initiative of production associations (enterprises) and organizations and coordinated with material resources, are included in the structure of the annual plan.

In the perfection of the organization of counterplanning, a large role could be played, in our view, first of all, by the elaboration of a comprehensive and well-founded methodology for determining the intensity of plan tasks, beginning with the work place and ending with the sector, and, secondly, by the creation of a standard situation for the elaboration, organization and stimulation of the fulfillment of counterplans. As practice shows, every year the documents of short-term operation being elaborated do not guarantee the necessary stability.

In the adjustment of stable economic relations, in the struggle for high national economic efficiency, the competition of pieceworkers is beginning to occupy an increasingly large place. Now it is necessary, as the CC CPSU, the USSR Council of Ministers, the All-Union Central Trade-Union Council, and the Central Committee of the All-Union Lenin Young Communist League point out, "to develop by all possible means the competition of the collectives of adjacent enterprises and organizations, which is directed toward the creation of favorable conditions for rhythmic work, the achievement of the best final results, and the successful realization of purposeful complex programs regarding the solution of the most important scientific-technical and socio-economic problems."[13]

The peculiarity of the organization of competition among pieceworkers consists in the fact that its basic form is the contract which is concluded among the participants, but the workers' organ is the council of pieceworkers or the intersector coordination council (public staff). It reviews the course and results of the fulfillment of joint obligations, organizes the exchange of information, and determines the best (the winners). The highest organ of competition is the conference of pieceworkers, which reviews its results, confirms the relevant normative documents, establishes measures of encouragement, and projects the program for the future.

The 26th Party Congress devoted special attention to the development of competition among pieceworkers. The "Basic Directions of the Economic and Social Development of the USSR for 1981-1985 and for the Period to 1990" note the necessity of perfecting the organization of "competition between collectives of enterprises supplying raw material, materials and complementary products and the collectives of adjacent plants and factories turning out final products."[14] Many questions of an organizational character connected with this type of competition are illuminated in the recommendations of the All-Union Central Trade-Union Council, the USSR State Committee for Labor and Social Problems, and the USSR State Planning Committee.

However, the problem of the organization of material incentives for the participants in the competition of pieceworkers remains as yet unsolved. In accordance with the decree of the CC CPSU and the USSR Council of Ministers of 12 July 1979, the production associations (enterprises) must direct means for the payment of bonuses from the material incentive fund and the wage fund primarily in order to stimulate the improvement of the quality indicators and the fulfillment of obligations with respect to production deliveries in accordance with the contracts (orders) which have been concluded, taking into account the results of socialist competition. The recommendations of the All-Union Central Trade-Union Council, the USSR State Committee for Labor and Social Problems, and Gosplan also emphasize that workers, engineering and technical workers, employees of plants, departments, sectors, and brigades, who have promoted the successful fulfillment of the contract obligations to highest degree, may be granted bonuses at the expense of the means of the enterprises (organizations) in which they work, taking into account in this connection the opinion of the coordinating council (staff).

Nevertheless, the problems of stimulating the competition of pieceworkers can by no means be regarded as having been solved. Obviously, there must be an expansion of the zone of the experiment conducted in 1979-1981 in the Yampol'skiy Rayon of Vinnitskaya Oblast, which was directed toward the better stimulation of the collectives of beet-sowing farms, the Gonorovskiy Sugar Plant and the transport organizations for the attainment of high results in the production of sugar from every hectare of sugar-beet field. Here the additional profit, received by the plant as a result of increasing the established standard of production of sugar from every hectare of sugar-beet field, is directed into a central fund for the material stimulation of sugar-beet growing farms, the plant and the transport organizations. These means are used to stimulate the workers making the greatest contribution to increasing the production of sugar from a hectare, transporting the beets to the plant on time, improving the utilization of its production capacities and attaining other indicators promoting the increase in the quantity and quality of production, as well as the improvement of working conditions for the workers. Already in 1979 in the Ukraine alone, 4,378 kolkhozes and sovkhozes and 169 sugar plants concluded contracts modeled after the example of the Yampol'skiy workers. A higher sugar content of the beet was attained, and in the plants there was improvement with regard to the introduction of progressive technology concerning the storage and processing of the harvest.

Good results were achieved in 1980 in the harvesting of flax by the participants of another "chain"--more than 40 flax-growing kolkhozes in Chernigovskaya Oblast, the Gorodnyanskiy Flax Plant, and also the organizations serving theses kolkhozes--Sel'khoztekhnika (Republic Association for the Sale of Agricultural Technology) and Sel'khozkhimiya (Republic Association for the Sale of Agricultural Chemicals). One can cite many other examples of that sort. Experience, thus, testifies to the exceptional advantage of labor competition and cooperation, supported by material incentives common for all, for society, collectives, and individual workers. However, we must still collide with the unwillingness of some economic organs to create centralized material incentive funds in developing or operating links of pieceworkers; their reference to the fact that the creation of such funds would signify the violation of financial discipline is, in our view, groundless.

In the development of socialist competition, in the development of the initiative and enterprise of economic cadres, the use of cost accounting relations is acquiring increasingly great significance. Here we must especially single out the most important role of brigade cost accounting, which was born by the creativity of the workers themselves and received the name of the method of N. A. Zlobin. Having arisen in construction, this method, as is well known, began to be widely used in industry and transportation. The local cost accounting is based on collective forms of labor organization. Its characteristic peculiarity may be considered to be the purposeful use, within the limits of the planned management of the economy, of commodity-money relations for the development of a communist attitude toward work, relations of comradely mutual assistance, cooperation and the feeling of being the boss. In brigades making use of cost accounting, labor productivity is higher, the terms of fulfilling orders (finished products) are shorter, and the quality is higher. Here the zones of service are extended and there is widespread practice of the combination of professions.

Brigade cost accounting is a more perfect method not only of organization, but also of the administration of construction production. Therefore, there should be broader dissemination of the experience of the USSR Ministry of Industrial Construction, which has worked out the long-term program "Podryad" (Contract), and the USSR Ministry of Construction, which has worked out and introduced a project contract for the construction of housing, projects designed for cultural and personal services, and also the open contract in the DSK (House-building combine). A great deal of valuable experience has also been accumulated by the Belorussian, Orlovskiy and Vinnitskiy builders. Guided by the decree of the CC CPSU and the USSR Council of Ministers "On the Improvement of Planning and the Increase in the Influence of the Economic Mechanism on Raising the Efficiency of Production and the Quality of Work", adopted on 12 July 1979, it is necessary to make the brigade form of organization and stimulation the basic one in the 11th Five-Year-Plan. This, it goes without saying, means the strengthening of the brigade in the organization of socialist competition and the increase of its effectiveness. It is necessary for party, trade union and Komsomol organizations, and economic managers "to devote special attention to the development of competition in brigades, in sectors, in departments, and on farms."[15]

Practice provides many sufficiently convincing examples to draw the conclusion: Competition is effective where cost accounting is well organized and it acquires real force if it is well-founded in detail.

Progressive Experience and Its Systematic Introduction

The most important element of socialist economic operation, an effective means for increasing production efficiency and work quality, for attaining the best final national economic results is progressive experience in the sphere of the technique and technology of production, the organization of labor, production and administration, the labor and political education of the workers.

V. I. Lenin highly valued progressive experience in the acceleration of economic and social progress under socialism. "After the transition of political power into the hands of the proletariat," it is pointed out in "The Immediate Tasks of the Soviet Government", "the matter changes radically and. . . and the force of example for the first time acquires the possibility of exerting its massive influence."[16] The party views the broad dissemination and rapid introduction of progressive experience as the most important means for the acceleration of the economic and social progress of society. The party requires of contemporary economic workers the active utilization of new scientific and technical solutions, of advanced methods of the organization of labor and administration, and teaches to see their promise, to master the feeling of the new. "It is necessary," states the Report of the CC CPSU to the 26th Party Congress, "to eliminate everything which makes the process of the introduction of the new difficult, slow and painful."[17]

The USSR State Committee for Science and Technology and the Presidium of the All-Union Central Trade-Union Council, with the agreement of Gosplan and the USSR State Committee for Labor and Social Problems, have approved general guidelines concerning the methods and procedures for the study, generalization and introduction of progressive experience. These guidelines determine the functions and duties of all links of administration and the responsible people for the state of the given work. In particular, the directors of enterprises, organizations and associations, together with the trade union committees, must determine the services and departments which, in accordance with their tasks and the involvement of a wide circle of the aktiv, guarantee the elucidation, generalization, assessment and calculation of progressive experience, of its effectiveness, prepare the necessary information materials and reports to the higher organizations. In many collectives, the introduction of these guidelines was conducive to the elimination of undefined responsibility and the achievement of concreteness and objectivity in the measures carried out with respect to the introduction of progressive experience and the increase of production efficiency on this basis.

In the production association "Elektron", the activity of all social organizations and services of the administration with respect to the study, generalization, dissemination and introduction of progressive experience is directed by a single organ--the soviet of the association, consisting of the directors by lines, the deputies of the director general, the directors of the social organizations, the heads of the KB (Design Office), outstanding workers and innovators of production. The soviet is headed by the director general, sessions are held every quarter, and the decisions taken at them are obligatory for all workers of the association. Analogous soviets have also been created in plants, shops and services. The workers' organs of the soviet are groups which are composed in turn of sections. There are more than ten: for the organization of the administration of production and labor norm setting, the perfection of technology, the increase of production quality, economy and thrift, labor safety procedures and techniques, everyday life and public catering, etc. The workers' group elaborates drafts of the plan for the study and application of the best achievements and measures for its fulfillment, submits it for approval by the soviet, introduces proposals for the material and moral encouragement of the best, and conducts the calculation of the introduction and the effect of the introduced experience. The plans are elaborated on the basis of the study, analysis and assessment of the information about advanced experience which comes to the association (including experience accumulated within the association itself) with the active participation of technical informants and advisors, experts and section members.

The direct introduction of progressive experience and technical innovations is realized through the shops of basic production and non-standard equipment, and also the creative brigades under the leadership of engineers and design engineers. The responsibility for the introduction lies with people determined by the soviet from among the leaders and workers of the divisions and services. Alone for the first quarter after the establishment of the soviet in the collective of the production association "Elektron", more than 20 innovations were introduced--with an economic effect of 92,600 rubles.

The decree of the CC CPSU and the USSR Council of Ministers of 12 July 1979, beginning with the 11th Five-Year-Plan, envisages confirmation of an indicator for the introduction of advanced experience in the sphere of technology and the scientific organization of labor, production and administration. In many sectors, oblasts and republics corresponding preparatory work has been carried out with respect to securing systematic development in this important area of socialist economic operation. Thus, the Ministry of the Gas Industry and the Central Committee of the trade union of the workers of the petroleum and gas industry already in 1980 worked out and brought to the associations, enterprises, and organizations of the sector a corresponding plan for the study, dissemination and introduction of advanced know-how. It consists of nine parts: (1) organization of work, wages and material incentrives; (2) organization of socialist competition; (3) organization of the training of work personnel; (4) propaganda of advanced know-how; (5) mechanization of labor; (6) improvement of production quality; (7) execution of industry-wide measures; (8) output of practical film information; and (9) output of articles and pamphlets on advanced know-how. The plan envisages the broad introduction of the brigade contract and an increase in the number of workers encompassed by it of more than six times, with a proposed economic effect valued at 881,100 rubles. Projections call for the full introduction of the Shchekinskiy method in seven, and the introduction of its individual elements in 38 associations. Also envisaged is the introduction of advanced experience: of VAZ (Order of the Red Banner of Labor Volga Automobile Plant imeni 50-letiye SSSR)--in regard to the complex organization of production, administration and stimulation; of the Odessa Ship Repair Plant--in regard to the creation of enlarged complex brigades; of the Novosibirsk workers--in regard to the elaboration of maps of labor organization; of the Elektrostal'skiy Plant for Heavy Machine Building--in regard to the increase of production efficiency on the basis of technical equipment and the improvement of labor conditions; of the Moscow Dinamo Plant imeni S. M. Kirov--in regard to the elaboration of personal (brigade) annual and five-year-plans for increasing labor productivity.

The plan gives a lot of attention to the organization of the training of workers in schools of advanced labor methods, their training in production-technical courses, in courses of special purpose designation, to the introduction of advanced modes and methods of work by means of the conduct of instruction through instructing watches (brigades). Alone in accordance with the first part of the plan, it was projected in 1980 to encompass by various measures 123,300 people, conditionally to free 3,900 people on the basis of the introduction of advanced experience, and to obtain an economic effect of 4,8 million rubles. The collectives of the industry basically coped with this plan.

Of great significance in the dissemination and introduction of advanced experience are the competitions for professional mastery. They provide the greatest effect when they are closely connected with the goal and the tasks of the entire collective. Not infrequently, work records established at competitions are transformed into initiatives, into the organizational foundation of new forms of socialist competition, and their dissemination and introduction bring about an exceedingly significant effect in increasing labor productivity and improving production quality. In many work collectives an effective system of the organization and study of the experience of the winners of competitions has developed. As a rule, the competition commissions, consisting of specialists, undertake a selection of the most rational modes and methods of work, prepare information material on them and recommendations in regard to the "circulation" of the victor's record with appropriate maps, diagrams, and drawings. In disseminating the experience of organizing competitions of professional mastery, there has been a significant increase during the past few years of the role of the ministries and departments, the central committees at the republic level, the trade union councils, intersector territorial organs of scientific-technical information, and also the corresponding services of the administrations of enterprises and associations.

The accumulation and most effective utilization of advanced production experience is promoted to a significant extent by the increase in the general education and professional-technical level of the workers, which in turn is helped along quite a lot by the schools of advanced experience--industrial, regional and plant schools. The practice of discussing the results of the work of the schools at production meetings has justified itself, where the training results are analyzed and measures are mapped out for improving various aspects of the work.

In the organization of the introduction of advanced experience the role of material and moral stimulation is great. "The force of example," wrote V. I. Lenin, which could manifest itself in capitalist society, will acquire great significance in a society which has abolished private property in land and factories--not only because here they will, perhaps, follow a good example, but also because the best example of the organization of production will be accompanied by the inevitable easing of work and the increase in the sum of consumption for all who carried out this better organization."[18] During the past years the conditions for granting bonuses to workers for the introduction of advanced experience have significantly improved. Already, in August 1971, the USSR Council of Ministers provided for the granting of bonuses to workers having taken an active part in the study, generalization, and introduction of advanced experience, at the expense of the profit left at the disposal of the enterprises (associations) and organizations. The centralized fund for the creation and introduction of new technology is also a great help in the stimulation of the creative activeness of the workers.

New possibilities in the improvement of stimulation are opened up by the realization of the decree of the CC CPSU and the USSR Council of Ministers dated 12 June 1979. In particular, production associations (enterprises) are granted the right to pay--by virtue of economies in the wage fund achieved as against the established norm or the planned wage fund--increments to the wage rates and salaries of workers--for the combination of professions and the fulfillment of the established volume of work with a smaller number--up to 50 percent of the wage rate (salary). Envisaged is also the establishment of increments for skilled workers who are engaged in especially responsible types of work, and engineering and technical workers for their high qualifications. Sources of material incentive are also the fund of rationalization and invention, the funds for cultural and social measures and housing construction, means which are received for bonus payments in accordance with the results of the All-Union socialist competition, etc. Today the more effective and highly efficient use of all of these funds is becoming a most important task. Thus it is expedient to establish everywhere a procedure for the payment of appropriate bonuses on the basis of a formal document concerning the introduction of concrete advanced experience, completely linking the dimensions of the payments and the economic effect obtained.

In the dissemination of advanced experience it is difficult to overestimate the role of the VDNKh (Exhibition of Achievements of the National Economy of the USSR) and the republic exhibitions of achievements of the national economy. There are still many reserves for increasing the effectiveness of the work of the exhibitions, in particular by means of strengthening the responsibility of the economic directors, ministries, and departments for the introduction of advanced production experience represented at the exhibition.

The systematic organization of the study, dissemination and introduction of advanced experience, of the most important innovations and initiatives of the workers and their collectives in the country, has always been regarded as all-party and all-state matter. The party teaches cadres to be attentive, sensitive to everything new and progressive, to struggle decisively with formalism, sluggishness and routine--with everything that prevents the socio-economic progress of society.

FOOTNOTES

1. "Materialy XXVI s"ezda KPSS" [Materials on the 26th CPSU Congress], Moscow, 1981, p 51.

2. Ibid., p 73.

3. Ibid., p 201.

4. See ibid., p 75.

5. Ibid., p 203.

6. "Materialy XXIV s"ezda KPSS" [Materials on the 24th CPSU Congress], Moscow, 1971, p 85.

7. "Materialy XXV s"ezda KPSS" [Materials on the 25th CPSU Congress], Moscow, 1976, p 71.

8. V. I. Lenin, "Poln. sobr. soch." [Collected Works], Vol 36, p 151.

9. "Materialy XXVI s"ezda KPSS", p 58.

10. PRAVDA, 29 March 1981, p 1.

11. See "Materialy XXVI s"ezda KPSS", p 202.

12. PRAVDA, 29 March 1981, p 1.

13. Ibid.,

14. "Materialy XXVI s"ezda KPSS", p 202.

15. PRAVDA, 29 March 1981, p 1.

16. V. I. Lenin, "Poln. sobr. soch.", Vol 36, p 191.

17. "Materialy XXVI s"ezda KPSS", p 43.

18. V. I. Lenin, "Poln. sobr. soch.", Vol 36, p 150.

COPYRICHT: Izdatel'stvo "Vysshaya shkola", "Ekonomicheskiye nauki", 1981

8970
1828/4

END

END OF FICHE

DATE FILMED

30 Oct 81

D.D.